



McMaster University Academic Librarians' Association

c/o MUFA (McMaster University Faculty Association)

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8 November 2018

Paul Jenkins

Chair, Board of Governors, Western University

Amit Chakma,

President, Western University

Andrew Hrymak

Provost, Western University

Dear Mr. Jenkins, Dr. Chakma, and Dr. Hrymak,

We, the members of the McMaster University Academic Librarians Association (MUALA), are writing to express our firm support for the members of the University of Western Ontario Faculty Association (UWOFA) in their efforts to reach a fair agreement with you.

It is shocking and intensely dispiriting to see UWOFA on the edge of labour action given the hard-working members of UWOFA and their central role in providing the very services and research that defines the university on the provincial, national, and world stage. It is especially disquieting to hear that increased job security for UWOFA's contract members is a major point of contention in bargaining. Employees who are facing precarious work situations cannot provide the level of service and scholarship that Western deserves.

In addition, learning that the pay increase offered to UWOFA disregards the rate of inflation is of particular worry. UWOFA members' rates of remuneration are already behind many of their colleagues in the province. Moreover, it discredits the valuable contributions UWOFA members make to establish Western University as one of Canada's top 15 research-intensive universities and as an institution that offers Canada's best student experience.

MUALA has faith in the bargaining process, as do our counterparts in UWOFA. We strongly urge the University to do its part, in good faith, to articulate an equitable and just collective agreement.

On behalf of the membership,

A handwritten signature in black ink, appearing to read "Denise Smith", written in a cursive style.

Denise Smith

President, MUALA